

CODE OF CONDUCT

Bearbeitet:	Geprüft:	Freigegeben:	Dokument - Nr.
am: 05.04.2022 Ederer, Franziska	am: 05.04.2022 Schwarzfischer, Daniel	am: 06.04.2022 Macharowsky, Karl	01.02.005 Code of Conduct (en)

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Scope

This "Code of Conduct" applies to Müller Präzision GmbH. Its specifications must be adhered to by management, executives and employees.

Self-commitment of the management

The management is required to make appropriate and reasonable efforts to continuously implement and apply the principles and values described in this "Code of Conduct" and to remedy any existing deficits as quickly as possible.

Communication

We insist on compliance with the Code of Conduct and communication with employees, business partners and other stakeholders.

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1. WE ENSURE fair behavior in the market!

We comply with the laws and regulations of the countries in which we operate. For countries that do not have a satisfactory level of regulations, we carefully examine which good corporate practices from Germany should be applied to support responsible corporate governance.

Our employees are encouraged to put their private interests aside over the interests of the company in their day-to-day work. Every employee is jointly responsible for compliance with legal regulations in his or her working environment.

Anti-Corruption

We do not tolerate any kind of corruption and bribery. We promote transparency, integrity and responsible management and control. We insist on a strict separation of personal and business interests.

Our employees are therefore required to accept and grant gifts and invitations only within the framework of current business practice.

Anti-Trust-Law

We adhere to the principles of free and unadulterated competition. We do not support participation in agreements or any other conduct that contradicts German or European antitrust law or the antitrust law of any other state in which we are active.

Product liability and product safety

The basis of our business is the safety and quality of our products. We will provide safe and high quality products to our customers and ensure this level is maintained throughout the whole supply chain.

Conflict minerals

We take into account the legal requirements regarding "conflict minerals", in particular tin, tantalum, tungsten, cobalt and gold from conflict areas.

We prevent the use of raw materials that directly or indirectly finance armed groups that violate human rights (terrorist financing).

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2. WE ACT environmentally conscious and sustainable!

We take responsibility for the environment. We act in an environmentally conscious manner at all our plants. The minimum requirement here is the applicable laws at the respective locations. If the applicable regulations do not achieve a level of protection that ensures sustainable management, we will take measures within the framework of the economically viable.

Every employee is jointly responsible for the protection of people and the environment in their working environment.

Sustainable action has always shaped our corporate culture. Sustainable action means taking responsibility to achieve economic, ecological and social progress.

We therefore attach great importance to maintaining our certified management systems in accordance with ISO 50001 and ISO 14001, as well as to keeping environmental risks and negative effects on the environment as low as possible through precautionary measures. These include, in particular:

- the reduction of energy consumption and greenhouse gas emissions,
- keeping the air clean and thus increasing air quality,
- the management of natural resources,
- the prevention of waste,
- the preservation of water quality and the economical use of water, and
- responsible chemical management.

Furthermore, we support the use of modern, efficient and environmentally friendly technologies. Training on environmental protection is an integral part of employee qualification programs. When disposing of waste, the most environmentally friendly disposal route must be chosen, which is justifiable from an economic point of view. In the case of incidents that may result in environmental pollution, the competent authorities of the company must be informed immediately and comprehensively and in turn initiate the legally required reports to the authorities.

3. WE ARE responsible for our employees all over the world!

The reputation of our company depends to a large extent on the behavior of our employees and the behavior we display towards them.

Human rights

We comply with and promote human rights in accordance with the UN Charter of Human Rights. Discrimination and harassment will not be tolerated. Everyone has to respect the personal dignity, privacy and personal rights of each individual.

Health & Safety

We are committed to a health-promoting working environment and ensure occupational safety in order to avoid accidents and injuries.

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No harassment

We protect our employees from physical, sexual, psychological or verbal harassment and from intimidation or abuse. Discrimination or harassment will not be tolerated by us in any way.

Freedom of speech

The right to freedom of expression is protected and guaranteed.

Compliance with ILO core labour standards

We comply with the eight core labour standards of ILO 5. These are:

- freedom of association; the fundamental right of all employees, trade unions and employee representatives to form or join them is recognized,
- the prohibition of child labour,
- the prohibition of forced labour,
- promoting and, where possible, ensuring equal pay for men and women for work of equal value;
- the respect of workers' rights, to the extent that this is legally permissible and possible in the respective country,
- the prohibition of discrimination. The prohibition relates in particular to discrimination against workers on grounds of sex, race, disability, ethnic or cultural origin, religion or belief or sexual orientation.

Equal opportunity

We guarantee equal opportunity for every employee. We comply with all relevant national laws on equal opportunities.

Working hours

We guarantee compliance with the legal requirements for working hours. We are guided by the international standards of the ILO of a maximum of 48 hours per week and 12 hours of overtime per week. The legal requirements for break times must also be taken into account.

Remuneration and social benefits

Our company is guided by the statutory and collectively agreed remuneration regulations. The remuneration corresponds at least to the legally valid and guaranteed minimum and is intended to ensure an appropriate standard of living for our employees and their families.

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4. WE HANDLE data and information responsibly

Protection of trade and business secrets

Trade and business secrets must be treated confidentially and protected against unauthorized inspection by third parties. This also applies to other information expressly marked as confidential, the secrecy of which the company, its partners and customers have an interest in. Such information and information of our customers may not be disclosed to unauthorized persons without permission.

Data security

It is prohibited to process, disclose, make accessible or otherwise use personal data without authorization. Employees are obliged to comply with data protection regulations and, in particular, to actively contribute to ensuring that personal data is reliably secured against unauthorized access.

5. WE REPORT violations of the law and our conduct

In order to give our employees a fair opportunity to report violations of legal requirements, ethical principles or violations of the Code of Conduct, we have set up a reporting office. Reports can be submitted anonymously via a form on our homepage.

For reasons of simpler language and without any intention of discrimination, the text uses only the masculine form. In principle, all genders are included.

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